HQDA CONSIDERATION OF OTHERS

Consideration of Others Overview

- Message Guidance
- Concept of HQDA Program
- - What it is/ What its not
- - Role of the Commander/EOA's
- Introduction to Consideration of Others Handbook
- Trainer Qualification

Message Guidance

- ALARACT Message 061700ZOCT97
- Mandatory Program for all Army Commanders
- Patterned after MDW Model
- Implement training down to Platoon/Squad Level
- EOA's Proponents for the Command Program
- Consideration of Others in place Army wide 3rd Qtr FY98

Consideration of Others Concept

- Philosophy- Those actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's own behavior on them…..MG Foley
- Methodology- Small group instruction based on command analysis of unit needs which emphasizes the actions/responsibilities of the individual soldier

Consideration of Others Concept (con't)

- Capability- Designed from the outset, to leverage existing information technology so that both existing and newly-created resources (lessons and programs) used by local commands will be made available Army wide

Consideration of Others Broad Perspective

Addresses issues of sexual, racial, and religious harassment while also encompassing

- Verbal Abuse
- Insensitivity
- Offensive Behavior
- Basic Thoughtlessness

Consideration of Others Education Model

- Small Groups (15-25 Personnel)
- Train Facilitators
  - -Knowledge of Subject
  - -Good Facilitation Skills
  - -Create Feedback
- Typically One – Two hour Sessions

Consideration of Others Benefits of Small Group

- Provides forum for participant to articulate their opinions, attitudes, and beliefs
- Enhances awareness and sensitivity of what is offensive
- Creates feedback mechanism
- Provides opportunity to set the record straight (policy, actions, etc)

Consideration of Others
What it is

- A Command Program
- A tool for commanders to use to assess and improve the organizational climate of their units
- EOA’s primary players, not sole players
- Small Group forum for resolution and learning
- Program to maintain a climate of Dignity and Respect

Consideration of Others
What it is not

- A set of mandatory lesson plans
- A mandatory replacement for existing command emphasis programs
- EO or EEO program
- A vehicle for “sensing session” “gripe sessions,”touchy feely training
- “an additional training burden”
- HQDA not mandating a specific training level or certification for CO2 instructors (subordinate commands may)

Commander’s Role

- Publish CO2 Policy
- Assess command
- Identify primary areas of concern
- Identify specific training needs
- Determine priorities
- Identify and commit resources

EOA'S Role

- Proponent for Command
- Assist in program implementation
- Assist in Publishing CO2 Policy
- Provide guidance to subordinate commanders on program
- Assist in identifying or training instructors

Trainer Qualifications

- Commanders may or may not have the luxury of having trained or certified small group facilitators available for their CO2 programs…..leaders must be the most capable personnel available, clearly able to handle themselves appropriately in a small group setting

Introduction of Consideration of Others Handbook

- Published in 1998
- Three sections: Introduction (Concept of Operation)
- 8 Key Areas (Defined in Military Context)
- 18 Lesson Plans (Suggested lesson plans, not intended to become the sole or mandatory text for classes in the area they cover)

8 Key Focus Areas

- Major areas which are key to developing positive organizational character
- Ethical Development- Individual & Organizational
- American Military Heritage
- Quality Individual Leadership
- Team Building

8 Key Focus Areas (cont)

- Equal Opportunity
- Gender Issues
- Family Concerns
- Health, Safety, and Drug & Alcohol Abuse

18 Lesson Plans

- Suggestive Lesson Plans
- Focus on the goal of individual soldier as being a responsible member of a military team
- Are not intended to become the sole or mandatory text for classes in the areas they cover
- Lesson Plans may be replaced by others which apply more directly to your specific command

Remember

- Tool designed to help build unit cohesion and assist in the complex task of leading soldiers
- Focuses on the vital linkage between the individual soldier and his or her role as a member of a military team

Summary

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QUESTIONS